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Title: **Kingston City School District and Kingston City School District Unit 8953, CSEA Local 1000, AFSCME, AFL-CIO, Ulster County Local 856 (2008)**

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AGREEMENT

by and between

**The City School District
Of The City Of Kingston**

and

**CSEA, Local 1000 AFSCME,
AFL-CIO**

**City of Kingston School District Unit 8953
Ulster County Local 856**

JULY 1, 2008 – JUNE 30, 2011

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PREAMBLE

In order to effectuate the provisions of Chapter 392 of the Laws of 1967 (the Public Employees Fair Employment Act) to encourage and increase effective and harmonious relations between the City School District of the City of Kingston, New York (hereinafter known as "The District") and the non-instructional employees as represented by the Civil Service Employees Association (hereinafter known as CSEA), and to provide for the best educational interest of the pupils of the Kingston City School District, the District and CSEA make the following agreement:

ARTICLE I

APPLICABLE LAW

The New York State Civil Service Law: Section 14, Public Employees Fair Employment Act; the Rules and Regulations of the Commissioner of Education, and all statutory provisions of the State Law consistent with the functioning and administration of the City School District of the City of Kingston, New York.

ARTICLE II

UNIT

This agreement governs the wages, salaries, hours and terms and conditions of employment and the settlement of grievances of all employees in the negotiation unit defined as: All regularly employed custodial, maintenance and food service employees, both full and part time, and includes such titles as, but not limited to custodians, cleaners, maintenance workers, motor equipment operator, cook manager, cook, senior food service helper, food service helper, offset printing machine operator and assistant offset printing machine operator, groundskeeper and any combinations of such positions, and excluding Superintendent of Building and Grounds, Director of Food Services, seasonal, per diem and substitute employees.

ARTICLE III

RECOGNITION

SECTION 1 – PERIOD OF RECOGNITION

By a resolution dated October 5, 1967, the District has recognized CSEA as the exclusive representative for employees in the bargaining unit defined above; such recognition to extend for the contract period provided by law.

SECTION 2 – OTHER ORGANIZATIONS

The Board agrees not to negotiate with any employee covered by this agreement or employee organization other than the CSEA for the duration of this agreement.

SECTION 3 – NO STRIKE PROVISION

The CSEA agrees that it will not strike, conduct a slow-down or work stoppage against the District, or assist or participate in any strike, a slowdown or any work stoppage against the District, or impose an obligation upon its member to conduct, assist or participate in any strike, slowdown or work stoppage.

SECTION 4 – DUES DEDUCTION

A. CSEA will notify the District's payroll department of its annual dues and Agency Shop Fee on or before July 1st of each year. The District shall deduct such fee in 21 or 26 equal amounts from the paychecks of all CSEA unit members and forward the amount to the person designated by the CSEA president.

B. The District shall provide insurance deductions for employees authorizing such deduction, insofar as possible, in order that employees may enroll in insurance programs available from CSEA as a fringe benefit of membership. The District shall further remit all monies so collected as agreed upon.

C. The CSEA Inc., having been recognized or certified as the exclusive representative of employees within the bargaining unit represented by the agreement shall have deductions made from the wage or salary of employees of said bargaining unit who are not members of the CSEA, Inc., the amount equivalent to the dues levied by the CSEA, Inc. The District shall make such deductions and transmit the amount so deducted along with a listing of such employees, to the CSEA, 143 Washington Avenue, Albany, NY 12210.

ARTICLE IV

COMPENSATION

SECTION 1 – SALARY AND LONGEVITY SCHEDULES

A. The salary schedule annexed as Appendix A1, A2 and A3 represent the salaries for members of this unit from July 1, 2008 to June 30, 2011.

July 1, 2008 2.25% plus step
July 1, 2009 2.0% plus step
July 1, 2010 1.5% plus step

Effective July 1, 2005, all custodians and head custodians, with the exception of the Kingston High School Head Custodian, shall receive a \$500 salary increase after the percentage salary increase has been applied. Effective July 1, 2006, all custodians and head custodians shall receive a \$500 salary increase after the applicable percentage salary increase has been applied.

B. Any new person hired after January 1, 1987, as a skilled mechanic who serves a probationary period and gains permanent status, shall be placed on the maximum step at the conclusion of the probationary period.

SECTION 2 - COMPENSATION FOR CAFETERIA HOURLY EMPLOYEES AND SERVICE PERSONNEL

A. The lead worker in the kitchen services is designated as Senior Food Service Helper and is guaranteed three (3) hours of work each day. A Senior Food Service Helper shall be assigned to each school where lunch is served.

B. A Senior Food Service Helper assigned as a substitute for a cook shall receive cook's pay. A Food Service Helper assigned as a substitute for a Senior Food Service Helper shall receive Senior Food Service Helper's pay. Payment for the above shall be by lateral column movement, and unit members shall work the same amount of time of title for whom they are substituting for.

C. Food Service employees who work over and above their normal work day in at extra-curricular functions (college night, sports awards) shall be paid at the rate of time and one half for all hours worked at those extra curricular functions.

SECTION 3 - DUTIES IN A HIGHER GRADE

All employees performing duties in a higher grade shall be paid the regular rate of pay for the higher grade after the first day, retroactive to the first day worked once an employee works past one full day.

SECTION 4 - PAYMENT FOR THIRD SHIFT AND PAYMENT FOR SNOWPLOWING

Unit members working a third shift shall receive an additional twelve (12%) percent of their normal salary rate. Top Step, Grade V (Skilled Mechanic) provides payment for work performed plowing snow on an unscheduled overtime basis.

SECTION 5 - LONGEVITY

The District shall provide a longevity payment as set forth in Appendix B as follows: employees with anniversary dates between January 1 and June 30 shall receive a separate lump sum check in the next payroll period after July 1; employees with anniversary dates between July 1 and December 31 shall receive a separate lump sum check in the last payroll period of the year.

SECTION 6 - FINAL YEAR SALARY

An employee who meets the qualification as indicated in this Section shall be eligible to receive an addition of One Thousand Five hundred (\$1,500.00) dollars (less appropriate deductions) added to his/her final check under the conditions stated below.

A. The unit member must have fifteen (15) years or more of service by the effective date of resignation.

B. The employee must submit his/her intent to retire on or before the first day of the fourth (4th) month prior to date of his/her retirement in order that he/she be eligible for the fifteen hundred (\$1500.00) dollars. The employee must submit a resignation at least thirty (30) days prior to said resignation.

C. The employee must be eligible for retirement under the plan of the New York State Employees' Retirement System.

ARTICLE V

WORKDAY, WORKWEEK AND OVERTIME

SECTION 1 – WORKDAY AND WORKWEEK

A. The workweek for full time employees shall consist of five (5) workdays, not in excess of eight (8) hours per day or forty (40) hours per week, including a half (1/2) hour lunch period per day. Unit members will take their lunch break on the premises where they're working prior to lunch unless other arrangements have been made between the employee and his/her immediate supervisor. Unit members will take a coffee break on the job site where they are located at that time unless other arrangements are made between the employee and his/her immediate supervisor.

B. For maintenance staff hired before July 1, 2009, the normal workday of eight (8) hours shall be for a period of time between 7:00 a.m. and 3:00 p.m. For maintenance staff hired on or after July 1, 2009, the normal workday of eight (8) hours shall be for a period of time between 7:00 a.m. and 7:00 p.m. Whenever school is not in session, the past practice of work assignment shall prevail.

SECTION 2 – OVERTIME

The normal scheduled workday shall not be rescheduled to circumvent the payment of overtime.

Overtime compensation for the employees shall continue at the rate of time and a half pay for any time over forty (40) hours per week or beyond any eight (8) hour day. When employees are called out for an emergency, they shall be guaranteed two (2) hours minimum work. However, if they are on the property and the hours are extended, this will be considered part of an extended day. All authorized paid leave shall be counted as time worked in computing overtime. This shall NOT apply to the Food Service Department.

SECTION 3 – WEEKEND BUILDING INSPECTION

It is agreed that for any employee required to check a building on holidays or weekends, he/she will be guaranteed a minimum one (1) hour on each occasion,

payable at a time and half rate of pay. This section shall NOT apply to Food Service Department.

When the day custodian of any school is absent on any Friday for reasons of illness, the most senior night cleaner shall be assigned to perform the weekend building check. In the secondary schools where there is a night custodian, the night custodian will perform the weekend building check in the absence of the day custodian.

ARTICLE VI

HOLIDAYS

SECTION 1 – HOLIDAY SCHEDULE

This schedule is for twelve (12) month full time employees and shall be in effect for all twelve (12) employees for the duration of this contract:

1. Labor Day
2. Columbus Day
3. Veterans' Day
4. Thanksgiving Day and the day after
5. Christmas Eve Day
6. Christmas Day
7. New Year's Day
8. Presidents' Day
9. Good Friday
10. Memorial Day
11. Independence Day
12. Martin Luther King Jr. Day

The holiday schedule for all ten (10) month employees shall include those listed above with the exception of (11.) Independence Day.

When a holiday falls on a weekend, the Superintendent will designate a day off in lieu of the holiday, which falls at a time when the employee is scheduled to work.

ARTICLE VII

VACATION, SICK LEAVE, PERSONAL LEAVE AND LEAVE OF ABSENCE

SECTION 1 – VACATION PAY

The District agrees to issue the employee a regular bi-weekly check(s) as determined by the payroll schedule in advance of his/her annual vacation leave as long as the employee is entitled to such pay. The employee must make at least one full pay period in advance of the beginning date of said vacation.

SECTION 2 – VACATION FOR TWELVE (12) MONTH EMPLOYEES

A. Effective July 1, 2005, the vacation leave plan for twelve (12) month employees shall be as follows:

After 1 st year	10 days
After 5 th year	15 days
After 8 th year	20 days
After 20 th year	25 days

B. Vacation taken during the period of June 16th through June 30th, Labor Day through September 15th, Easter Vacation and December 16th through December 31st can be scheduled at the discretion of the immediate supervisor.

C. Vacation schedules are to commence July 1st of each year. When a holiday falls during a vacation period with the exception of a Saturday, an employee shall be entitled to an extra day for his/her vacation leave. All employees must take at least one-half (1/2) of the allotted days in any given year. Vacation days carried over shall be paid at the employee's current rate of pay when the unit member leaves the District's service.

SECTION 3 - VACATION, SICK LEAVE, PERSONAL LEAVE AND LEAVE OF ABSENCE FOR PART TIME PERSONNEL

For every thirty (30) hours of work, one (1) hour of vacation will be paid at the end of the school year. To be eligible for vacation pay, the employee must work until the close of the school year in June, unless service is terminated by the District through no fault of the employee.

SECTION 4 - HOLIDAY PAY

All part-time persons who have worked for the School Lunch Program for two (2) complete years are paid a Holiday pay in accordance with the schedule listed below. To be eligible for Holiday pay, the employee must work until the close of the school year in June, unless service is terminated by the school district through no fault or unsatisfactory performance by the employee. The schedule is based on the total hours worked during the school year after eligibility.

200 or less	none
201 - 300	6 hrs. at rate of pay
301 - 400	9 hrs. at rate of pay
401 - 500	12 hrs. at rate of pay
501 - 600	15 hrs. at rate of pay
601 - 700	18 hrs. at rate of pay
701 - 800	21 hrs. at rate of pay
801 - 900	24 hrs. at rate of pay
901 - 1000	27 hrs. at rate of pay
1001 - over	30 hrs. at rate of pay

SECTION 5 - SICK LEAVE

A. Hourly employees are scheduled to work a certain number of hours each day. Sick leave will be based on the schedule of 1.2 days per month based on the number of hours worked each day.

B. Effective July 1, 1997, all regularly assigned 12-month employees hired prior to June 14, 2001 shall be entitled to accumulate 1.42 days of sick leave per month (17 aggregated days/year) to be used for purposes of absence from work for illness or physical disability, including pregnancy and family illness leave. All 10-month employees hired prior to the June 14, 2001 shall be entitled to accumulate 1.3 days of sick leave per month (13 aggregated days/year) to be used for the same purposes as outlined above. All 12-month employees hired on or after the June 14, 2001 shall be entitled to accumulate 1.25 days of sick leave per month (15 aggregated days/year) to be used for the same purposes. In each of the respective aggregates identified above, up to four (4) days may be used for personal business, including religious purposes. Each employee shall give their immediate supervisor as much prior notice as possible, both of their absence and of their return to duty. A medical doctor's statement shall be required for all absences in excess of five (5) days and may be required to submit a medical doctor's statement for the days before and after a scheduled holiday or recess period.

Absences due to pregnancy will be treated as any other disability.

Effective July 1, 1997, all Unit members hired before June 14, 2001 may accrue up to a maximum of 225 days to be used for the purposes defined in Article VII, Section 5, B.

Unit members hired after June 14, 2001 may accrue up to a maximum of 180 days to be used for the purposes defined in Article VII, Section 5, B.

Notwithstanding the above, any bargaining unit member who, as of June 14, 2001, had 225 or more unused sick leave days, may continue to accrue days past 225 without restriction of a cap being placed on the number of days available to the Unit member.

C. Sick Leave Contribution

Unit members will be permitted to contribute accumulated sick leave to any member of the unit who has exhausted their leave and is still absent due to personal illness. Such sick leave shall not exceed thirty-two (32) working days and shall not be carried from one (1) contract year to the next. Employees may contribute on an hourly basis.

D. Effective July 1, 1996, part-time food service personnel will be paid for accumulated sick leave at the rate of two dollars and twenty five cents (\$2.25) per accumulated hour. Payment would be made at the time employee leaves the District only if the employee has completed ten (10) years of service and reached the age of fifty-five (55).

Payment for Unused Sick Leave

Unit members who are on the payroll as of June 14, 2001 and who work a minimum of twenty (20) hours per week and meet the qualifications as indicated in this section shall be eligible to receive payment for unused sick leave, up to a maximum of two hundred (200) days, at the rate of thirty (\$30) dollars per day effective July 1, 2005 and at the rate of thirty-five (\$35) dollars per day effective July 1, 2006 for each day of accumulated sick leave as of the effective day of retirement.

- a. The unit member must submit his/her resignation three (3) months prior to the retirement date.
- b. The unit member must be eligible for retirement under a plan of the New York State Employee's Retirement System.
- c. The unit member shall be reimbursed for accumulated sick leave the first pay period following the effective day of retirement.

Unit members hired after June 14, 2001 who meet the stipulations indicated above shall be entitled to earn for their use and/or to receive payment for unused sick leave, up to a maximum of one hundred-eighty (180) days.

Notwithstanding the above, any bargaining unit who, as of June 14, 2001, has 200 or more unused sick days, shall be paid for the accumulated total days.

SECTION 6 - OTHER LEAVES

A. Bereavement Leave

Unit members employed before July 1, 1974, shall be entitled to a maximum of five (5) days with pay for each funeral of immediate family. Unit members employed after July 1, 1974, shall be entitled to a maximum of three (3) days with pay for each funeral of immediate family. If circumstances warrant, for each funeral, an additional two (2) days may be granted by the Superintendent of Schools upon request of the unit member.

B. Serious Illness in the Employee's Immediate Family

Absence for this purpose may be granted if the employee wishes to make a formal request to the Superintendent of Schools that the days absent be deducted from their regular sick leave. Otherwise, a salary deduction will be made for days absent.

Definition of Immediate Family - The term "immediate" family refers only to father, mother, brother, sister, husband, wife, son, daughter, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, also grandparents and grandchildren.

SECTION 7 - PRIOR APPROVAL OF NOTIFICATION OF ABSENCE AND FINAL APPROVAL OF DAYS GRANTED FOR FUNERAL ATTENDANCE

A. Prior approval by the employee's immediate supervisor will be required for absences for personal business. Only the Superintendent or his/her designee shall approve personal business days on the day before or after a holiday.

B. Prior notification must be given to the employee's immediate supervisor in all cases of absence for funerals or serious illness in the immediate family, and absence for personal business.

SECTION 8 – DEDUCTION FROM EMPLOYEE'S SALARY

Absence beyond the employee's accumulated sick leave or in violation of the terms of this agreement will result in full loss of pay for the period of absence. Salary deduction for unauthorized absence is at the unit member's per diem rate. This does not preclude the District's right to pursue disciplinary action.

SECTION 9 – CHILD CARE LEAVE

An employee may request the recommendation of the Superintendent of Schools and the approval of the Board of Education for a leave of absence without pay for child rearing up to a maximum of one (1) year. Such requests must be submitted to the Superintendent of Schools at least sixty (60) days prior to the requested leave period. An employee granted such leave must notify, in writing, the Superintendent of Schools, sixty (60) days prior to the termination of his or her leave of his or her intention to either resume his or her duties in the school system or resign his or her position. As a condition of this leave, the unit member agrees that failure to provide a written intention to return in a timely manner constitutes resignation. Child rearing leave need not be granted to employees to rear children over five years of age who attend any educational institution full time.

When two unit members are parents of a child for whom a child rearing leave is being sought, one or both parents may request such leave not to exceed one full year in aggregate, with only one unit member on leave at a time.

SECTION 10 – MISCELLANEOUS LEAVE

The Board of Education retains full control over granting of all leaves of absence. All leaves are granted by the Board on prior application to and approval of the Superintendent of Schools. Request for leaves other than those described will be given individual consideration upon application.

ARTICLE VIII

PENSION AND INSURANCE COVERAGE

SECTION 1 – RETIREMENT BENEFITS

All members of the CSEA unit shall be entitled to be and/or become members of the New York State Employee' Retirement system and in conjunction with Section

75-I, 41-j and 60-b of the Retirement and Social Security Law shall be entitled to the full benefits as provided under current appropriate legislation.

This provision is subject to appropriate law and the adoption of the aforementioned sections by all eligible bargaining units recognized by the Kingston City Consolidated School District.

SECTION 2 - HEALTH INSURANCE

A. As soon as practicable following ratification, the District will eliminate the right of unit members to be enrolled in the Empire Blue Cross/Blue Shield WRAP plan. Unit members shall have the right to be enrolled only in the Empire Blue Cross/Blue Shield PPO plan or any District sponsored HMO plan. The Association acknowledges that the District may offer an MVP EPO plan to the members of the bargaining unit that they may participate in by choice. The features of that plan shall be subject to determination by the Board of Education. This plan shall be offered to current and future retirees as well.

B. Unit members hired before February 3, 1993 will contribute .9% of base salary or ten (10) percent co-pay, whichever is less, into an established flex 125 cafeteria plan, for those members who subscribe to the family plan. Unit members hired before February 3, 1993 will contribute .6% of base salary or ten (10) percent co-pay, whichever is less, into an established flex 125 cafeteria plan, for those unit members who subscribe to an individual health plan. The District will pay 90% of the cost of the individual or family plan for unit members hired on or after February 3, 1993, with the unit member paying the remainder of the cost of the plan up to a maximum of One Thousand Five Hundred (\$1,500) Dollars for those who subscribe to a family plan and One Thousand (\$1,000) for those who subscribe to an individual plan. The unit member's contributions will be paid into an established flex 125 cafeteria plan. Unit members will pay the scheduled prescription co-payment of the plan that they are in.

C. Any employee who exhausts sick leave time and vacation time due to illness shall, upon verification of a physician, be given a leave of absence, without pay, for a period of one year with the continuation of the District-paid health insurance as specified in Article VIII, Section 1 and Section 2. Medical verification may be required by the District from time to time during the period of illness.

D. Unit members enrolled in the Blue Cross/Blue Shield or alternate Health Maintenance Organization (HMO) program will pay the scheduled program prescription co-payment.

E. Part-time unit members will be eligible for health insurance benefits if their regularly-scheduled work week equals 30 or more hours per week.

SECTION 3 - OFF THE JOB DISABILITY INSURANCE

The District shall provide disability insurance that will provide fifty (50%) percent of a weekly salary to a maximum of one hundred thirty-five (\$135.00) dollars per week for 26 weeks at a maximum premium of \$7.78 per month per employee following a seven (7) day waiting period. A doctor's certification is necessary to file a claim.

SECTION 4 – OPTICAL INSURANCE

Effective July 1, 2008, through June 30, 2011, the District shall pay the full premium towards the CSEA Employee Benefit Fund for purposes of providing family vision coverage.

SECTION 5 – DENTAL INSURANCE

The District agrees to establish a dental plan for full time unit members. Such plan is to be selected by the District. The benefit shall be equal to those provided to certified employees.

ARTICLE IX

PERSONAL INJURY AND WORKERS' COMPENSATION BENEFITS

SECTION 1 – WORKERS' COMPENSATION INSURANCE

A. Subject to the provisions of this article, the District will provide workers compensation insurance for all members of the bargaining unit.

B. Any member injured in the course of his/her employment with the District must file an accident report with the Board of Education office as soon thereafter as possible. Proper forms are available in the Board of Education office and the principal's office.

C. When it has been established by the workers' compensation board that an injury to the member of the unit has resulted from an on-the-job experience, the member shall not have sick leave deducted for the absences related to the injury.

D. The following provisions shall apply to the salary and benefits of members who have suffered an on-the-job injury:

1. For a period not to exceed two (2) years from the date of the injury or until the member's workers' compensation case is closed if that occurs sooner, the district shall pay the member the difference between his/her regular salary and any workers' compensation and social security benefits received by the member.

2. For a period not to exceed three years from the date of injury or until the member's workers' compensation case is closed if that occurs sooner, the district shall continue to pay health and dental insurance

premiums for the member, provided the member was covered under the district's policy for such insurance at that time of the injury.

E. A member who is incapacitated as a result of such injury, shall authorize the insurance carrier to pay over to the employer any "lost pay" benefits said member would normally be entitled to under law.

F. In order to be eligible for the salary and benefits as provided in this article, the member may not engage in any work for another employer or organization during the periods set forth in paragraph d, 1 and 2 above, or engage in any self-employment activities during the period set forth.

ARTICLE X

SENIORITY

A. GENERAL PRINCIPLES

The principal criterion for consideration of job assignment, shift scheduling, vacations and promotions shall be the best service to the District.

A well balanced staff in terms of experience, general background and competence shall be considered in assignment, shift scheduling and promotion.

SECTION 1 – DIRECT AND DEPARTMENTAL SENIORITY

Direct, or District-wide, seniority shall commence from the date an employee is initially hired and as long as the employment continues. Departmental seniority shall commence from the date an employee is hired in one of the following departments:

- a) Custodians
- b) Maintenance
- c) Cafeteria Services

SECTION 2 – APPLICATION

A. Seniority within the department, then District-wide, shall be prime factor in all personnel matters with respect to job assignments, shift scheduling, vacations and in scheduling overtime except that in posting of overtime available within the custodial areas, employees in the building shall be given first preference. The District shall prepare a seniority list by District and by department and shall post a copy of same in each facility normally used by the employees covered by the Agreement.

From time to time, the District may call upon workers on a shift at one building to deploy to perform work at another building in emergency situations as defined by the Superintendent of Schools. Such redeployments shall be upon reasonable prior notice of redeployment (i.e.: three work days), except in emergency situations and shall not involve more than five employees per event. No employee shall be required to redeploy more than twice in one year and not

in excess of fifteen work days per school year. No employee shall be required to redeploy to a shift other than his/her regular work shift.

B. Notice of personnel changes shall be given to the senior CSEA officer promptly upon issuance and the District shall update the list semi-annually.

SECTION 3 – VACANCIES AND NEW POSITIONS

Every effort will be made to fill all unit positions as quickly as possible. In filling all department vacancies and new positions, the District agrees, subject to the legal authority of the Superintendent, to offer all vacancies and new positions based upon qualifications, training, performance, and attendance. In the event such criteria are equal, seniority shall be given a consideration.

The District reserves the right to address the total amount of working time for food service employees up to one hour per day per employee without declaring a vacancy.

When applicable, if the opening is in a promotional series, the incumbent shall serve a probationary period of twelve (12) weeks.

If the opening is of competitive nature requiring examination, the District agrees to request a promotional examination from the competent Civil Service Commission, and the senior employee, as above, shall thereupon be appointed to the opening provisionally pending the taking and passing of the required examination for promotion. If the incumbent fails to pass the required examination, he/she will be returned to his/her former job title without loss of status.

SECTION 4 – POSTING OF VACANCIES

The District agrees that it will post each vacancy and new position in each facility under its jurisdiction showing the official civil service job specification and qualifications for the position to be filled. Said posting shall be delivered to the CSEA President at a location designated by the President and all postings shall remain active for five (5) workdays and should show the date of posting and the final date of application.

A. Final Authority

After consultation with CSEA, the authority for assigning jobs, shift scheduling, vacations, promotions, shall rest with the Superintendent provided salary or civil service status are not affected. Disputes concerning the application of the Article shall be subject to grievance procedure, all other terms notwithstanding.

B. Placement and Displacement of Personnel

The District agrees that there shall be no changes in working conditions, except for reasons of economy, and only after a full and detailed review with

CSEA, who shall have the right to submit its recommendations on how to accomplish the placement and possible displacement of present personnel.

C. Layoffs

Employees not otherwise covered by layoff provisions appearing in Civil Service Law, shall be covered by the following procedure:

In the event a layoff, affected employees shall be laid off in the inverse order of seniority among able employees so involved. Upon layoffs, employees with a hire date prior to 7/1/05 shall have a right to recall to vacancies in their job title and vacancies in previously held positions based on seniority, and employees with a hire date on or after 7/1/05 shall have the right to recall to vacancies within their job title based on seniority.

For unit members hired on or after December 31, 2009, employees not otherwise covered by layoff provisions appearing in Civil Service Law, shall be covered by the following procedure:

In the event of a layoff, affected employees shall be laid off in the inverse order of seniority by **job title**.

In the event of a layoff or abolishment of position for employees in competitive titles hired before 12/31/09, those affected employees will be allowed to return to their previously held non-competitive position.

D. Sub-contracting

The District reserves the right to subcontract work but not at the expense of possible layoffs of permanent unit members of CSEA during the life of this contract.

ARTICLE XI

GRIEVANCE PROCEDURE

It is the objective of the parties to this agreement to encourage the prompt and informal resolution of employee complaints as they arise, and to provide just and orderly procedures for adjustment of complaints.

A. Informal Presentation

If, after an informal oral presentation of alleged grievance to an employee's immediate supervisor, mutual agreement has not occurred, the steps set forth shall be as follows:

B. Formal Steps

Formal steps to be followed by processing a grievance:

Step One:

A written grievance shall be filed in the school or department where the act occurred. It shall be filed by the individual and/or group of employees directly affected. The head of the school or department shall schedule a conference to occur within five (5) working days following the filing date for discussion of the problem, except when the head of the school or department is on vacation. The head of the school or department, the aggrieved party or parties and the representatives of the unit shall be present. Within five (5) work days of such conference the head of the school or department shall render a written decision, copies of which shall be submitted to all parties present and a copy shall be made a part of the school head's official file.

A grievance must be filed within 30 work days of the occurrence, or with 30 work days of when the unit member knew of the incident or could reasonably be expected to know.

Step Two:

If the grievance has not been resolved at Step One, it may be filed with Superintendent of Schools by the aggrieved and/or group of employees directly affected within five (5) working days after receipt of the decision at Step One. The Superintendent of Schools or his/her designated representative, within ten (10) working days shall meet and confer with the aggrieved party or parties and the designated representative of the unit. Within ten (10) working days of such conference the Superintendent of Schools, or his/her previously designated representative, shall render in writing his/her decisions and findings, copies of which shall be submitted to all parties present, and a copy shall be made part of the Superintendent's Official file.

Step Three

If the grievance has not been resolved at Step Two, it may be filed with the Board of Education by the aggrieved and/or group of employees within ten (10) working days after receipt of the decision at Step Two. The Board of Education or its designated representative, within ten (10) working days, shall meet and confer with the aggrieved party or parties and the designated representative of the unit. Within ten (10) working days of such conference the Board of Education shall render in writing its decision and findings, copies of which shall be submitted to all parties present, and a copy shall be made a part of the Board of Education's Official file.

Step Four

If CSEA is not satisfied with the decision rendered at Step 3 of the grievance procedure, it may submit the grievance to arbitration by providing written notice to the Superintendent within 20 school days after the decision at Step 3. Within 10 school days after such written notice of submission to arbitration, the District and CSEA will agree upon a mutually acceptable arbitrator and will obtain a commitment from said arbitrator to serve. If the

parties are unable to agree upon an arbitrator or obtain such a commitment within the specified period, the parties shall select the next available arbitrator from the following rotational list:

- (a) Howard Edelman
- (b) Jeffrey Selchick
- (c) David Stein

The arbitrator shall be without power or authority to make any decision contrary to, or inconsistent with, or modifying or varying in any way with the terms of this Agreement, or applicable law or rules and regulations having the force and effect of law, except as expressly modified by the parties in this Agreement. The decision of the arbitrator, if made in accordance with his jurisdiction and authority under this Agreement, will be accepted as final by the parties to the dispute and they will abide by it.

The cost for services of the arbitrator, including expenses, if any, will be shared equally by the District and the CSEA.

ARTICLE XII

MISCELLANEOUS PROVISIONS

SECTION 1 – PHYSICAL EXAMINATIONS

Custodial and maintenance employees may have their physical by any licensed physician at their own expense. However, the Board reserves the right to have employees re-examined by the school's physician at the Board's expense. An extended period over the summer will be provided cafeteria employees to be examined by the school physician.

SECTION 2 – MAINTENANCE WORK

All major maintenance work is to be done by the Maintenance Department. Custodians shall perform minor maintenance to the building, equipment in the building and mechanical assistance as required pursuant to the job specifications as promulgated by the City of Kingston Civil Service Commission.

SECTION 3 – PROBATIONARY PERIOD

All employees will serve a twenty-six (26) week probationary period.

SECTION 4 – UNIFORMS

A. The District will provide three (3) sets (only) of work uniforms per year for each regularly employed maintenance, custodial, food service, truck drivers and print shop personnel. The employee shall be responsible for the maintenance of his/her uniform which shall be worn on all duty hours. All employees shall be required to wear ID cards issued by the District. Employees who fail to wear

the District uniform three or more times in any school year will be sent home and receive no pay for that day.

B. Cooks and cook managers will be allowed a sixty (\$60.00) dollar uniform allowance for three (3) uniforms per year. Uniforms will be worn on all duty hours and maintained by the employee.

C. Food service helpers and senior food service helpers shall be given a thirty (\$30.00) dollar uniform allowance to be paid at the end of the year.

SECTION 5 – BULLETIN BOARDS

The CSEA shall have the right to post notices and other communications on bulletin boards maintained on the premises and facilities of the employer, subject to the approval of the content of such notices and communications by the Superintendent of Schools or his/her designee. A bulletin board shall be placed in every custodial and cafeteria area, i.e., custodial office, cafeteria office.

SECTION 6 – CAFETERIA

The District shall guarantee a minimum of two (2) hours of work when an employee in the Food Service Department comes in and is told to go home early, except if public announcement of school closing has been made at least one (1) hour prior to their beginning time.

SECTION 7 – DUE NOTICE

All unit members must give at least fifteen (15) working days notice when they plan to leave the employment of the District. Failure to comply with the time provision will result in forfeiture of all accrued vacation time payments.

SECTION 8 – FUTURE CHANGES

The District agrees that there shall be no change in the written policy which affects wages, hours, or any other conditions of employment within this contract without prior notice to the CSEA that it is considering such a change. The CSEA shall then have the right to discuss such items with the District by filing a request with the Superintendent no later than five (5) calendar days after receipt of said notice.

SECTION 9 – STATUS OF AGREEMENT

This agreement shall supersede any rule, regulations, or practices of the District which shall be contrary to or consistent with its terms. The provisions of this agreement shall be incorporated into and be considered part of the established policies of the District.

SECTION 10 – CSEA REPRESENTATIVE

The District agrees that any employee elected as a representative of the Local to attend official CSEA organizational meetings shall be permitted time off up to a maximum of five (5) days per year without charge to accrued annual or personal leave.

SECTION 11 – ADMINISTRATION OF CONTRACT

The District shall administer this contract in a manner which shall be fair and impartial to employees and shall not discriminate against any employee by reason of sex, nationality, race or creed.

SECTION 12 – UNIT PRESIDENT

The CSEA Unit President shall be permitted forty (40) minutes daily to assist in the administration of the terms of this agreement and for the settlement of grievances.

SECTION 13 – TABLE OF ORGANIZATION

Employees in the custodial department will receive their instructions directly from the head custodian, principal, or vice principal.

SECTION 14 – LABOR/MANAGEMENT COMMITTEE

There shall be established a labor-management committee consisting of representatives of both parties. Said committee shall meet by mutual agreement to discuss items of mutual concerns.

ARTICLE XIII

RIGHTS GUARANTEED

SECTION 1 – RIGHTS, PRIVILEGES OR BENEFITS

Any rights, privileges, or benefits already accorded to the employees of the District shall not be rescinded during the term of this contract.

ARTICLE XIV

DURATION OF AGREEMENT AND REOPENING

SECTION 1

This agreement shall be effective as of July 1, 2008, and shall continue in effect through June 30, 2011. The parties agree that all negotiable items have been discussed during the negotiations leading to this Agreement and agree that negotiations will not be reopened on any item, whether contained in this Agreement or not, during the life of this Agreement. Any District policies unaltered or unchanged by the language of this Agreement shall remain in force, and it shall be the prerogative of the District to initiate and announce new policies not affecting or changing matters contained in this Agreement.

SECTION 2

It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds therefor, shall not become effective until the appropriate legislative body has given approval.

IN WITNESS WHEREOF, the Parties hereto do hereby ratify these agreements effective as of the first date shown above and have caused their authorized representatives to place their signature hereto.

DATED AT KINGSTON, NEW YORK, THIS 18th DAY OF December, 2009
CITY SCHOOL DISTRICT OF THE CITY OF KINGSTON, NEW YORK

ATTEST: Camille Ellsworth BY: Gerard M. Gretzinger
Clerk of the Board For the District

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
COUNTY LOCAL #856

ATTEST: Terry Wolf BY: Joe Kennedy
Terry Wolf, President Joe Kennedy, VTP
Kingston City School CSEA Bargaining Team Member
Local 856, Unit 8953
BY: James Howard
James Howard, Chairman, Negotiating Committee

ATTEST: Howard Baul
Howard Baul
Labor Relations Specialist

CUSTODIAL AND MAINTENANCE SALARY SCHEDULE 2008-2009

STEP	GRADE II CLEANER			GRADE IIA GROUNDSMAN- CUSTODIAL WORKER			GRADE III CUSTODIAL & MAINTENANCE HELP			GRADE IV HEAD CUSTODIANS & ASSISTANT PRINTER			GRADE V SKILLED MECHANICS & PRINTER							
	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT					
1	28,734	13.81	20.72	29,959	14.40	21.61	31,193	15.00	22.49	33,534	16.12	24.18	32,777	15.76	23.64					
2	29,048	13.97	20.95	30,277	14.56	21.83	31,511	15.15	22.72	33,933	16.31	24.47	33,409	16.06	24.09					
3	29,361	14.12	21.17	30,594	14.71	22.06	31,828	15.30	22.95	34,328	16.50	24.76	34,041	16.37	24.55					
4	29,676	14.27	21.40	30,913	14.86	22.29	32,147	15.46	23.18	34,728	16.70	25.04	34,671	16.67	25.00					
5	29,989	14.42	21.63	31,230	15.01	22.52	32,464	15.61	23.41	35,127	16.89	25.33	35,303	16.97	25.46					
6	30,302	14.57	21.85	31,546	15.17	22.75	32,783	15.76	23.64	35,527	17.08	25.62	35,935	17.28	25.91					
7	30,615	14.72	22.08	31,859	15.32	22.98	33,100	15.91	23.87	35,928	17.27	25.91	36,569	17.58	26.37					
8	30,932	14.87	22.31	32,174	15.47	23.20	33,415	16.06	24.10	36,325	17.46	26.20	37,200	17.88	26.83					
8A	31,247	15.02	22.53	32,491	15.62	23.43	33,731	16.22	24.33	36,726	17.66	26.49	37,828	18.19	27.28					
9	31,560	15.17	22.76	32,807	15.77	23.66	34,050	16.37	24.56	37,124	17.85	26.77	38,458	18.49	27.73					
10	31,881	15.33	22.99	33,119	15.92	23.88	34,358	16.52	24.78	37,518	18.04	27.06	39,091	18.79	28.19					
11	32,194	15.48	23.22	33,435	16.07	24.11	34,677	16.67	25.01	37,917	18.23	27.34	39,717	19.09	28.64					
12	32,510	15.63	23.44	33,748	16.23	24.34	34,987	16.82	25.23	38,305	18.42	27.62	40,350	19.40	29.10					
13	32,822	15.78	23.67	34,065	16.38	24.57	35,302	16.97	25.46	38,694	18.60	27.90	40,977	19.70	29.55					
14	33,133	15.93	23.89	34,377	16.53	24.79	35,620	17.13	25.69	39,092	18.79	28.19	41,610	20.00	30.01					
15	33,579	16.14	24.22	34,693	16.68	25.02	35,934	17.28	25.91	39,487	18.98	28.48	42,238	20.31	30.46					
16	34,587	16.63	24.94	35,667	17.15	25.72	36,746	17.67	26.50	40,181	19.32	28.98	43,575	20.95	31.42					
17	35,282	16.96	25.44	36,381	17.49	26.24	37,479	18.02	27.03	40,985	19.70	29.56	44,445	21.37	32.05					
*							1,000 *			1,000 *										
Food Serv. Hlpr. GRADE VI			Sr. Food Service Helper GR VII GR VIII GR IX			Driver GR X			Cook Grade XI Grade XII XlII			<div>Daily differential for temporary assignments greater than 1 day.</div> <table><tr><td>Cleaner/Custodian</td><td>9.53</td></tr><tr><td>Custodian/Head Custodian</td><td>11.84</td></tr><tr><td>Cleaner/Head Custodian</td><td>21.06</td></tr></table>			Cleaner/Custodian	9.53	Custodian/Head Custodian	11.84	Cleaner/Head Custodian	21.06
Cleaner/Custodian	9.53																			
Custodian/Head Custodian	11.84																			
Cleaner/Head Custodian	21.06																			
1	10.64	10.69	10.70	11.08	11.95	21,830	27,204	28,204												
2	10.89	10.98	11.00	11.35	12.21	22,173	27,542	28,542												
3	11.12	11.29	11.33	11.63	12.47	22,514	27,879	28,879												
4	11.36	11.60	11.64	11.90	12.72	22,856	28,218	29,218												
5	11.61	11.88	11.94	12.17	12.97	23,196	28,556	29,556												
6	11.85	12.18	12.26	12.44	13.23	23,540	28,896	29,896												
7	12.09	12.47	12.59	12.75	13.49	23,877	29,235	30,235												
8	12.31	12.77	12.88	13.06	13.75	24,219	29,577	30,577												
8A	12.53	13.07	13.19	13.33	14.04	24,559	29,916	30,916												
9	12.76	13.33	13.55	13.68	14.32	24,905	30,260	31,260												
10	13.07	13.64	13.79	14.04	14.59	25,240	30,603	31,603												
11	13.46	14.01	14.20	14.46	14.93	25,579	30,947	31,947												
12	13.82	14.44	14.58	14.78	15.35	25,925	31,290	32,290												
13	14.09	14.67	14.87	15.06	15.63	26,264	31,644	32,644												
14						26,602	31,981	32,981												
15						27,001	32,332	33,332												
16						27,287	32,678	33,678												
17						28,186	33,600	34,600												

(*) +\$1 000 added to salary annlies only to Custodians & Head Custodians

CUSTODIAL AND MAINTENANCE SALARY SCHEDULE 2009-2010

STEP	GRADE II			GRADE IIA			GRADE III			GRADE IV			GRADE V		
	CLEANER			GROUNDSMAN- CUSTODIAL WORKER			CUSTODIAL & MAINTENANCE HELP			HEAD CUSTODIANS & ASSISTANT PRINTER			SKILLED MECHANICS & PRINTER		
	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT
1	29,309	14.09	21.14	30,558	14.89	22.04	31,817	15.30	22.94	34,205	16.44	24.67	33,433	16.07	24.11
2	29,629	14.24	21.37	30,883	14.85	22.27	32,141	15.45	23.18	34,612	16.64	24.96	34,077	16.38	24.57
3	29,948	14.40	21.60	31,206	15.00	22.50	32,465	15.61	23.41	35,015	16.83	25.25	34,722	16.69	25.04
4	30,270	14.55	21.83	31,531	15.16	22.74	32,790	15.76	23.65	35,423	17.03	25.55	35,364	17.00	25.50
5	30,589	14.71	22.06	31,855	15.31	22.97	33,113	15.92	23.88	35,830	17.23	25.84	36,009	17.31	25.97
6	30,908	14.86	22.29	32,177	15.47	23.20	33,439	16.08	24.11	36,238	17.42	26.13	36,554	17.62	26.43
7	31,227	15.01	22.52	32,496	15.62	23.43	33,762	16.23	24.35	36,647	17.62	26.43	37,300	17.93	26.90
8	31,551	15.17	22.75	32,817	15.78	23.67	34,083	16.39	24.58	37,052	17.81	26.72	37,944	18.24	27.36
8A	31,872	15.32	22.98	33,141	15.93	23.90	34,406	16.54	24.81	37,461	18.01	27.02	38,585	18.55	27.83
9	32,191	15.48	23.21	33,463	16.09	24.13	34,731	16.70	25.05	37,866	18.20	27.31	39,227	18.86	28.29
10	32,519	15.63	23.45	33,781	16.24	24.36	35,045	16.85	25.27	38,268	18.40	27.60	39,873	19.17	28.75
11	32,838	15.79	23.68	34,104	16.40	24.59	35,371	17.01	25.51	38,675	18.59	27.89	40,511	19.48	29.21
12	33,160	15.94	23.91	34,423	16.55	24.82	35,687	17.16	25.74	39,071	18.78	28.18	41,157	19.79	29.68
13	33,478	16.10	24.14	34,746	16.70	25.06	36,008	17.31	25.97	39,468	18.98	28.46	41,797	20.09	30.14
14	33,796	16.25	24.37	35,065	16.86	25.29	36,332	17.47	26.20	39,874	19.17	28.76	42,442	20.40	30.61
15	34,251	16.47	24.70	35,387	17.01	25.52	36,653	17.62	26.43	40,277	19.36	29.05	43,083	20.71	31.07
16	35,279	16.96	25.44	36,380	17.49	26.24	37,481	18.02	27.03	40,985	19.70	29.56	44,447	21.37	32.05
17	35,988	17.30	25.95	37,109	17.84	26.76	38,229	18.38	27.57	41,805	20.10	30.15	45,334	21.80	32.59
							1,000			1,000					
STEP	Food Serv. Hlpr.			Sr. Food Service Helper			Driver			Cook			Cook Manager		
	Annual	Hour	OT	GR VII	GR VIII	GR IX	GR X	GR XI	GR XII	GR XIII	GR XIV	GR XV	GR XVI	GR XVII	GR XVIII
1	10.85			10.90	10.91	11.30	12.19	22,267	27,748	28,748					
2	11.11			11.20	11.22	11.58	12.45	22,616	28,093	29,093					
3	11.34			11.52	11.56	11.86	12.72	22,964	28,437	29,437					
4	11.59			11.83	11.87	12.14	12.97	23,313	28,782	29,782					
5	11.84			12.12	12.18	12.41	13.23	23,660	29,127	30,127					
6	12.09			12.42	12.51	12.69	13.49	24,011	29,474	30,474					
7	12.33			12.72	12.84	13.01	13.76	24,355	29,820	30,820					
8	12.56			13.03	13.14	13.32	14.03	24,703	30,169	31,169					
8A	12.78			13.33	13.45	13.60	14.32	25,050	30,514	31,514					
9	13.02			13.60	13.82	13.95	14.61	25,403	30,865	31,865					
10	13.33			13.91	14.07	14.32	14.88	25,745	31,215	32,215					
11	13.73			14.29	14.48	14.75	15.23	26,091	31,566	32,566					
12	14.10			14.73	14.87	15.08	15.66	26,444	31,916	32,916					
13	14.37			14.96	15.17	15.36	15.94	26,789	32,277	33,277					
14								27,134	32,621	33,621					
15								27,541	32,979	33,979					
16								27,833	33,332	34,332					
17								28,750	34,272	35,272					

Daily differential for temporary assignments greater than 1 day.	
Cleaner/Custodian	9.72
Custodian/Head Custodian	12.08
Cleaner/Head Custodian	21.48

(*) +\$1,000 added to salary applies only to Custodians & Head Custodians

CUSTODIAL AND MAINTENANCE SALARY SCHEDULE 2010-2011

STEP	GRADE II CLEANER			GRADE IIA GROUNDSMAN- CUSTODIAL WORKER			GRADE III CUSTODIAL & MAINTENANCE HELP			GRADE IV HEAD CUSTODIANS & ASSISTANT PRINTER			GRADE V SKILLED MECHANICS & PRINTER		
	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT	Annual	Hour	OT
1	29,749	14.30	21.45	31,016	14.91	22.37	32,294	15.53	23.29	34,718	16.69	25.04	33,934	16.31	24.47
2	30,073	14.46	21.69	31,346	15.07	22.61	32,623	15.68	23.53	35,131	16.89	25.33	34,588	16.63	24.94
3	30,397	14.61	21.92	31,674	15.23	22.84	32,952	15.84	23.76	35,540	17.09	25.63	35,243	16.94	25.42
4	30,724	14.77	22.16	32,004	15.39	23.08	33,282	16.00	24.00	35,954	17.29	25.93	35,894	17.26	25.89
5	31,048	14.93	22.39	32,333	15.54	23.32	33,610	16.16	24.24	36,367	17.48	26.23	36,549	17.57	26.36
6	31,372	15.08	22.62	32,660	15.70	23.55	33,941	16.32	24.48	36,782	17.68	26.53	37,204	17.89	26.83
7	31,695	15.24	22.86	32,983	15.86	23.79	34,268	16.48	24.71	37,197	17.88	26.82	37,860	18.20	27.30
8	32,024	15.40	23.09	33,309	16.01	24.02	34,594	16.63	24.95	37,608	18.08	27.12	38,513	18.52	27.77
8A	32,350	15.55	23.33	33,638	16.17	24.26	34,922	16.79	25.18	38,023	18.28	27.42	39,164	18.83	28.24
9	32,674	15.71	23.56	33,965	16.33	24.49	35,252	16.95	25.42	38,434	18.48	27.72	39,815	19.14	28.71
10	33,007	15.87	23.80	34,288	16.48	24.73	35,571	17.10	25.65	38,842	18.67	28.01	40,471	19.46	29.19
11	33,331	16.02	24.04	34,616	16.64	24.96	35,902	17.26	25.89	39,255	18.87	28.31	41,119	19.77	29.65
12	33,657	16.18	24.27	34,939	16.80	25.20	36,222	17.41	26.12	39,657	19.07	28.60	41,774	20.08	30.13
13	33,980	16.34	24.50	35,267	16.96	25.43	36,548	17.57	26.36	40,060	19.26	28.89	42,424	20.40	30.59
14	34,303	16.49	24.74	35,591	17.11	25.67	36,877	17.73	26.59	40,472	19.46	29.19	43,079	20.71	31.07
15	34,765	16.71	25.07	35,918	17.27	25.90	37,203	17.89	26.83	40,881	19.65	29.48	43,729	21.02	31.54
16	35,808	17.22	25.82	36,926	17.75	26.63	38,043	18.29	27.43	41,600	20.00	30.00	45,114	21.69	32.53
17	36,528	17.56	26.34	37,666	18.11	27.16	38,802	18.65	27.98	42,432	20.40	30.60	46,014	22.12	33.18
*							1,000 *			1,000 *					

Food Serv. Hlpr. GRADE VI	Sr. Food Service Helper			Driver GR X	Cook Grade XI			Cook Manager Grade XII	XIII
	GR VII	GR VIII	GR IX		GR X	GR XI	GR XII		
1	11.01	11.07	11.47	12.37	22,601	28,164	29,164		
2	11.28	11.39	11.75	12.64	22,955	28,514	29,514		
3	11.51	11.73	12.04	12.91	23,308	28,864	29,864		
4	11.76	12.05	12.32	13.16	23,663	29,214	30,214		
5	12.02	12.36	12.60	13.43	24,015	29,564	30,564		
6	12.27	12.70	12.88	13.69	24,371	29,916	30,916		
7	12.51	13.03	13.21	13.97	24,720	30,267	31,267		
8	12.75	13.34	13.52	14.24	25,074	30,622	31,622		
8A	12.97	13.65	13.80	14.53	25,426	30,972	31,972		
9	13.22	14.03	14.16	14.83	25,784	31,328	32,328		
10	13.53	14.28	14.53	15.10	26,131	31,683	32,683		
11	13.94	14.70	14.97	15.46	26,482	32,039	33,039		
12	14.31	15.09	15.31	15.89	26,841	32,395	33,395		
13	14.59	15.40	15.59	16.18	27,191	32,761	33,761		
14					27,541	33,110	34,110		
15					27,954	33,474	34,474		
16					28,250	33,832	34,832		
17					29,181	34,786	35,786		

Daily differential for temporary assignments greater than 1 day.

Cleaner/Custodian	9.87
Custodian/Head Custodian	12.26
Cleaner/Head Custodian	21.80

(*) +\$1,000 added to salary applies only to Custodians & Head Custodian

APPENDIX B

The District shall provide the following Longevity schedule, effective July 1, 2008:

Employees in the tenth (10th) through fourteenth (14th) years of service will receive a longevity payment in each year of this Agreement. Said longevity shall be in the amount of \$400 in the first year of this Agreement; said longevity will be increased to \$550 for the second and third years of this Agreement.

Employees in the fifteenth (15th) through nineteenth (19th) years of service will receive an additional longevity payment in each year of this Agreement. Said additional longevity shall be in the amount of \$600 in the first year of this Agreement; said longevity will be increased to \$750 for the second and third years of this Agreement.

Employees in the twentieth (20th) year or more of service will receive an additional longevity payment in each year of this Agreement. Said additional longevity shall be \$775 in the first year of this Agreement; said longevity will be increased to \$975 in the second year of this Agreement and will be further increased to \$1275 in the third year of this Agreement.

Employees who work three and one-half (3 ½) hours or less per day shall receive one-half (½) of the above-stated amounts depending on their years of service.

Longevity shall be payable in a lump sum in the payroll period following the anniversary date of hire.